



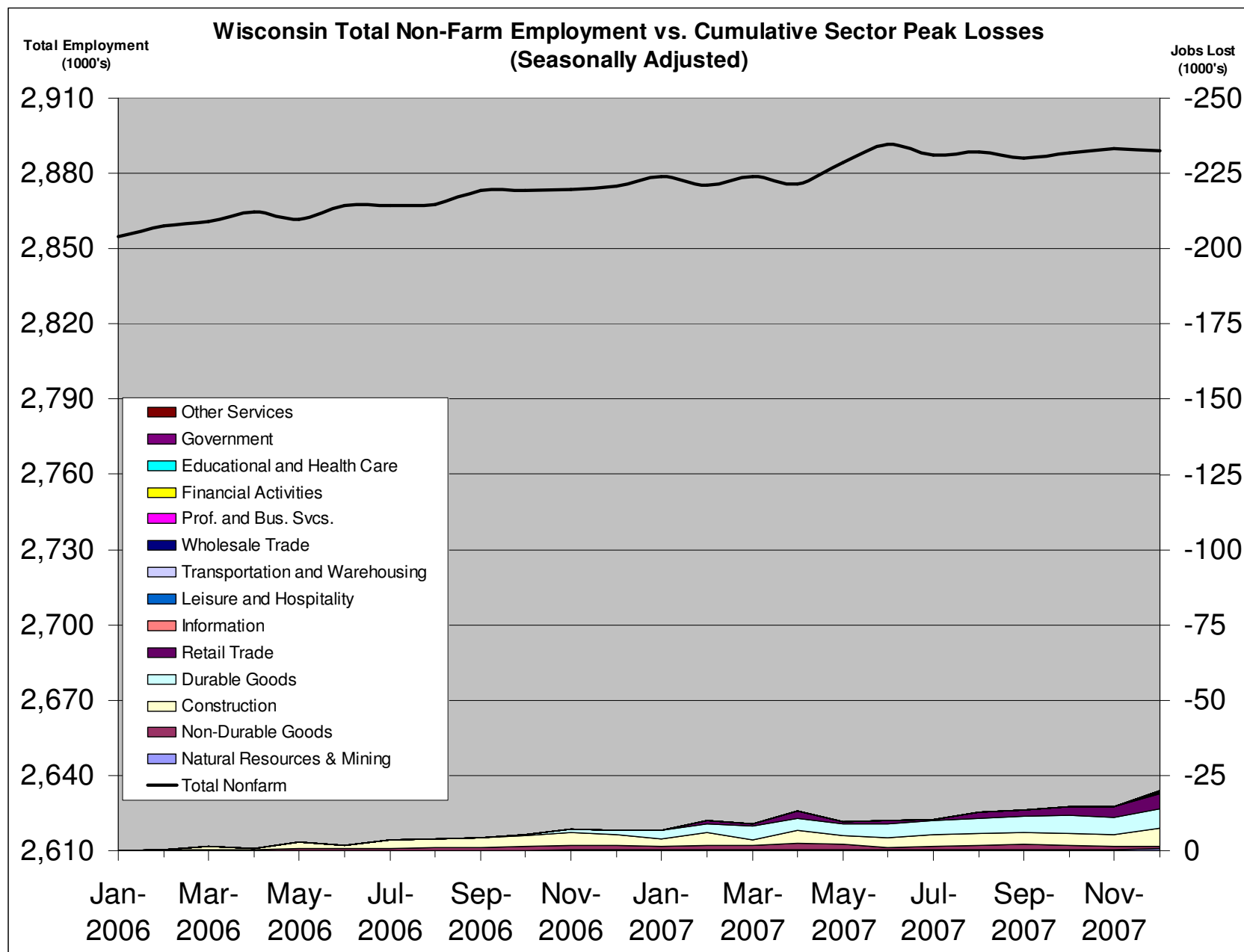
# Employment and Training in Wisconsin

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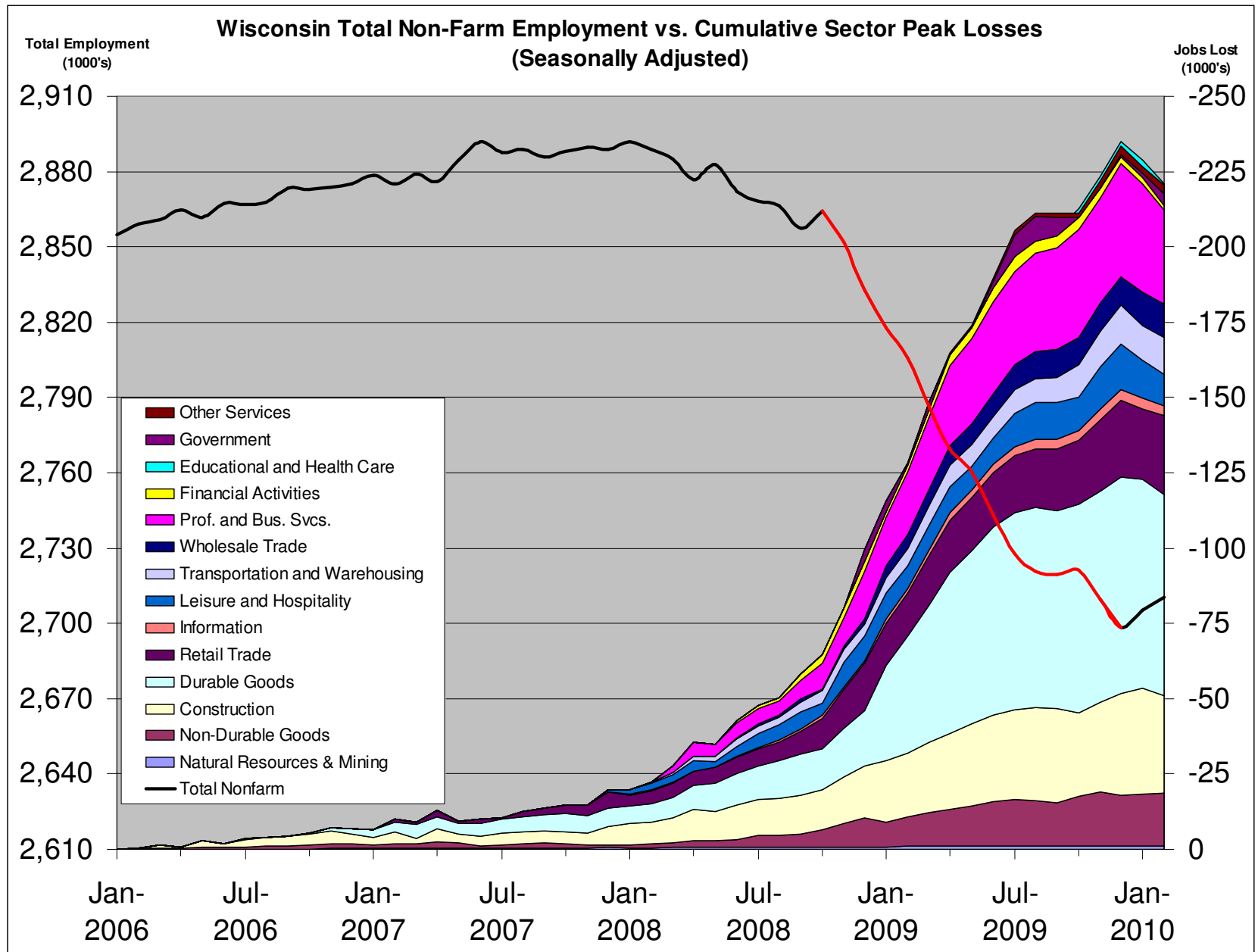
## Building a 21<sup>st</sup> Century Workforce

Ron Danowski, Administrator  
Division of Employment and Training

## The economic downturn & who it affected

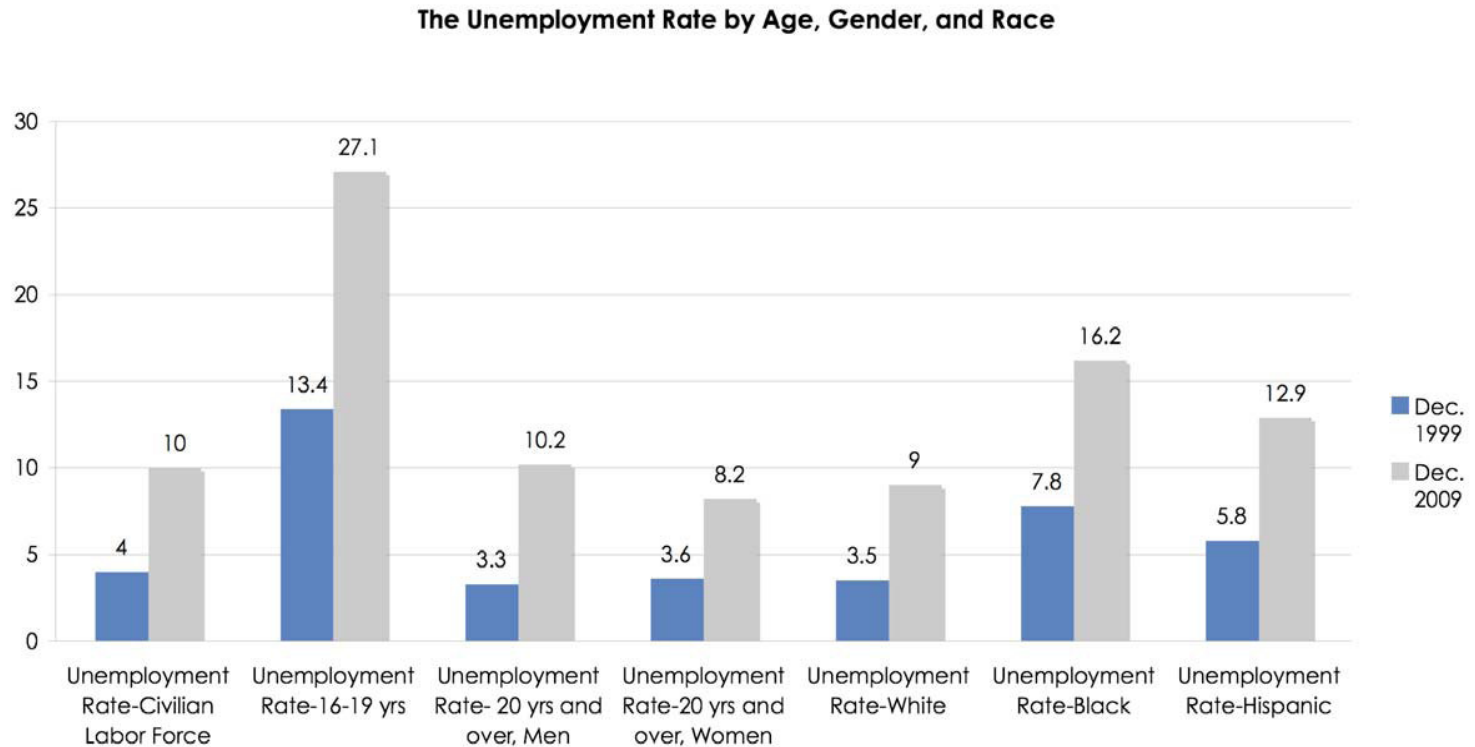


## The economic downturn & who it affected



# The economic downturn & who it affected

## **Widespread Unemployment, but Worse for Some Americans**



Source: U.S. Census Bureau, Current Population Survey, December 2009; U.S. Bureau of Labor Statistics, Local



# The Changing Realities of Work in the 21st Century Economy

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## **Mid to Late 20th Century**

- Permanent
- Stable
- Advancement
- Loyalty
- One and Done Education
- Health Care from Employer
- Defined Benefit Pension
- “Early” Retirement
- Safety Net for Most

## **Early 21st Century**

- Temporary/Contingent
- Volatile
- Stagnation
- Disaffection
- Lifelong Learning
- Shared Health Care Responsibility
- Defined Contribution
- “Never” Retire
- Safety Net for Few



## New Demands on Workers and Employers

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### **Employers**

- Manage unrelenting competition for talent
- Cope with skeptical and disaffected workers
- Increase transparency

### **Workers**

- Become more labor market savvy
- Get better at preparing, learning, and changing careers
- Construct a do-it-yourself career



# Implications for Organized Labor

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- Manage unrelenting competition for talent
  - Ensure your members take advantage of training and pay for knowledge
- Cope with skeptical and disaffected workers
- Increase transparency – especially with younger members
- Become more market savvy
  - The marketing department isn't the only place with knowledge of the business
- Get better at preparing and learning for the changing jobs on the floor
- Assist members in identifying career paths that keep the members
  - Negotiate for the jobs of the future just to preserve the jobs of today



## **Recovery and Regeneration of the Workforce – Bring these concepts to your WDB**

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- Extend and reform Unemployment Insurance
- Enhance advance warning laws
- Preserve jobs with fiscal relief to states
- Create public service employment jobs for the long-term unemployed
- Incent lifelong learning opportunities
- Link workforce development with economic development
- Align education and employer needs
- Enhance labor market intelligence
- Create a culture of accountability, informed choice, and consumer protection
- Bolster the workforce development system





## DWD efforts to build a 21<sup>st</sup> Century Workforce

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- Youth Apprenticeship
  - Learning and earning in high school
- Industry Partnerships
  - A new way to indentify and deliver training
- Sector Alliance for a Green Economy
  - Greening our apprenticeship program
- Reemployment services
  - Individual assistance and NCRC
- Dislocated Worker Services
  - Job seeking and occupational Skills training
- Opportunity Grants
  - For low wage workers interested in credentials
- RISE and Skills Jump Start
  - Brining together ABE and skills training



# Opportunities for labor exist

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- Developing skills and talent
  - Youth Apprenticeship
  - Industry Partnerships
  - Sector Alliance for a Green Economy
  - Opportunity Grants
  - RISE and Skills Jump Start
- Aiding in transitions
  - Reemployment services
  - Dislocated Worker Services

# Questions

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